

FRASER VALLEY COLLEGE

FACULTY & STAFF ASSOCIATION

NEWSLETTER

2/84

SEPTEMBER, 1984

OKANAGAN

Returns

to

Work !

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No. 2

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OKANAGAN RETURNS TO WORK!! WHAT HAPPENED?

CALENDAR:

- * AUGUST 27: Lockout of 127 Faculty Association members.
- * AUGUST 29: 87% rejection of Board offer. No picket lines set up immediately; registration proceeded.
- * SEPTEMBER 4: Picket lines went up.
- * WEEK OF SEPTEMBER 4-9: Public sentiment in the region was strongly pro-Faculty and anti-Board.
- * SEPTEMBER 7,8,9: Marathon bargaining arrived at tentative settlement.
- * SEPTEMBER 10: Lockout lifted. Faculty returned to work.
- * SEPTEMBER 12: Faculty ratified proposed contract 85% vote.
- * SEPTEMBER 17: Classes begin.

TERMS OF SETTLEMENT:

1. Workload:
 - *a) Direct contact hours of instruction go up from 15 to 16 hours per week.
 - *b) Workweek for instructional support staff goes up from 35 to 37-1/2 hours per week.
 - c) Lab hours are to be regarded as equivalent of instructional hours instead of 3/4 equivalent.
 - d) An evening section will decrease contact time by one hour.
 - e) Chairperson release time may vary from 1 - 8 contact hours.

- f) Chairpersons may choose time release or stipend.
- g) Lab instructors' preparations are limited to 5 or less.
- *h) Maximum student load moves from 120 to 145 over the life of the contract (3 years). This is written in as a productivity component and is not to result in layoff. Where layoff is in question the old formula of a 120 student maximum is to apply.

II. USE OF PART-TIME EMPLOYEES:

The College has increased its ability to employ part-time staff although restrictions still apply. (These are complex.)

III. FINANCIAL COMMITMENT:

The College's financial commitment to extended study leave (sabbaticals) was not reduced.

IV. LAY-OFF LANGUAGE:

"Insufficient work" is added to the list of causes for layoff. Originally the college had wished to substitute this for 'reduced enrolment'. Both phrases are now included.

V. EXEMPTION FROM BILL III:

College agreed to make joint application for exemption.

VI. SEVERANCE PAY:

The previous agreement provided one month per year to a maximum of 6 months. The amount paid, however, was restricted by the \$65,000 fund available. That fund is now increased to \$220,000 and is defined as 5 times top salary level.

VII. BENEFITS:

- a) Increased mileage allowance.
- b) Type C Dental Plan, i.e. provision for orthodontics moves to \$2,000 from \$850 per member or dependant now provided.
- c) Sick leave may be banked. Each member may contribute up to 10 days. (Long-term disability at Okanagan kicks in after 30 days of short-term sick leave. Employees accumulate 1-1/2 days per month. Before this contract, employees without long service could be without adequate short-term sick leave. So could longer serving employees who had used up their short-term sick leaves.)

- d) Vacations can be carried over from one year to the next.

VIII SALARY INCREASE:

The formula worked out two years ago has been maintained. This was a 5 year plan to bring Okanagan College Faculty up to the system-wide average. It will provide approximately 4% in year one, 3% in year two, 1-1/2% in year three. The later figures will vary in accordance with changes in other salary levels in the system. Increments will cost 1.3% in year one, additional benefits will cost .2%, Faculty were also granted a signing bonus of \$400.

NOTE that at one point in negotiations, the Faculty Association was prepared to settle for a zero increase in order to maintain its workload provisions. The Board's action eventually produced a salary settlement which was more satisfactory than that which might have resulted from the negotiating process. Although concessions in workload and the use of part-time faculty were made, these concessions were not as far-reaching as those proposed in previous bargaining. The settlement reached, in other words, was a vast improvement on the College's 'Final' offer which was so decisively rejected by the Faculty Association.

Much media reporting appears to have assumed Faculty returned to work accepting the contract previously rejected. Nothing could be further from the truth.

Okanagan Faculty feel that support from CIEA members and the public made such a solution possible.

(More comment on what the Okanagan dispute means next newsletter.)

PROVINCIAL INCREASES IN UNIVERSITY FUNDING

+ 4.9%	+ 1.3%	+ 3%	+ 6.5%	+ 5.8%	+ 0.4%
ALBERTA	SASKATCHEWAN	MANITOBA	ONTARIO	MARITIMES	NEWFOUNDLAND
		+ 4.5%		-5%	
		QUEBEC		B.C.	

(University Affairs)

REMINDER!!!

SEPTEMBER 26 SEMINAR ON PENSIONS, RRSPs, and DEFERRED SAVINGS PLANS. ABBY THEATRE 1.30 - 3.30.

GRIEVANCE COMMITTEE:

Within the next few weeks you will get first nomination then voting forms for the position of Shop Steward in your area.

When these come to you, please give serious consideration to either running yourself or nominating an appropriate person in your area.

The job is not too demanding as far as time required to do it; it's very interesting and rewarding (emotionally that is - don't expect any salary!) but above all, it's **IMPORTANT** and **NECESSARY**.

The Shop Stewards are there to make sure our rights are upheld. They organize SACs; advise and represent us in potential or actual grievances; and generally promote the smooth functioning of the work place by keeping a watching brief on the implementation of the collective agreement.

No-one is going to do these jobs if we don't do them ourselves. **"WE ARE THE UNION"**. There are no paid agents working for us, and Management has its own tasks to attend to. If we don't participate and contribute to our union, it cannot work for us when we need it. Minor problems which could have been avoided if tackled early on will become major problems and unnecessary confrontations will ensue.

Last year two of our areas did not elect Shop Stewards. They both needed them as events proved.

As the climate we work in becomes ever harsher due to restraint, our problems will certainly increase.

Be sure you have as much protection as possible by electing an appropriate Shop Steward in your area.

Betty Harris, Chairperson,
Grievance Committee.

VOLUNTEERS FOR CANCER SCREENING PROGRAMME WANTED: If you are a woman between 40-59 and would like to help both yourself and the CCA, call 877-6109. (Information pamphlets available in FSA office)

FACULTY, PLEASE NOTE THAT THE DEAN'S LETTER TO STUDENTS MAKES AN IMPORTANT POINT ABOUT THE PROBLEMS CREATED BY 'RESTRAINT'.
DON'T FORGET TO TAKE COPIES TO YOUR CLASSES.

C.I.E.A. LABOUR SCHOOL: AUG. 16 - 19, 1984:

The annual CIEA Labour School began with a round-robin discussion of the current state of (a) negotiations and/or (b) grievances at the province's colleges and institutes. Horror stories abounded, none worse than that related by the representative of Okanagan College, and my consistent impression was that though we are at present operating under relatively benign circumstances at FVC, the province-wide assault on the whole principal of fair collective bargaining is so virulent that we would be extremely foolish to become complacent here, or indifferent to the severe problems faced by our colleagues at other institutions.

This year's Labour School addressed two vital topics: contract negotiation and contract maintenance. Since we are now working under a contract that extends to March 31, 1986, I attended the seminars devoted to contract maintenance, which, in a nutshell, comes down to the question of grievance. The upshot of the entire School was, in a sense, that the protection offered employees under any collective agreement is only as good as (1) the employees' knowledge of what their rights are under that agreement, and (2) the individual will of the employees and the collective will of their association to stand up for those rights.

Accordingly, you should:

- a) Know your contract. Read it, think about it, don't hesitate to approach your shop steward or any member of the FSA executive for help in understanding it.
- b) Have confidence in your right to stand up for yourself if you perceive that some article of the collective agreement appears to have been violated.
- c) Understanding the function of your shop steward. You have to stand up for yourself, but you don't have to stand up by yourself: read Article 7 on grievance, and note especially that the first step toward resolving a difficulty should always be made informally. But note even more especially your right under 7.1(a), even at this informal stage, your right to be accompanied to this first discussion by the "Area Shop Steward or Grievance Chair." You may feel that you can handle things by yourself, or that you don't want to appear too confrontative at the outset, but experience across the province has shown time and again how important it is for association members to have the support, the counsel, the counterweight, and (especially if things need to be carried to a further, more formal, stage) the witness of a colleague from the association. The employer has no right to deny representation of this kind, and no supervisor operating in good faith would want to.

Graham Dowden,
Faculty Vice-President.

SURVEY OF SUMMER HOURS: (Interim Results)

As the Banked Summer Time Agreement for staff has been in place for a year, Carol Parent conducted a survey to test staff opinion of it. The results so far indicate a high level of satisfaction, a general opinion that the system worked well, and a widespread desire to have it continue. Of 40 responses so far received, only 1 person did not wish to see it continue, had not been able to take the days off owing and felt it was not appropriate for his/her department. However, 2 respondents felt their supervisors were not supportive of the program. They commented that 'money was involved' and 'coverage wasn't satisfactory'.

Any further responses?

You will have until September 28. Please return questionnaires to Carol Parent in Abbotsford.

THANK YOU AND CONGRATULATIONS!

At the last Executive Meeting, the Union decided to express its thanks to FRANK BEINDER of B.C.A.C. for his service to the B.C. College system and we have sent him a videotape of his receiving a Diploma from Fraser Valley College last year.

The FSA also conveyed its congratulations to former Board Chairman, ROSS BELSHER, in his election success and to the new Chairman of the Board, BILL HARRIS.

THANK YOU!

Jean de Pape wishes to thank all FSA friends and fellow-members for the cards, gifts, and letters sent to her during her recent surgery, hospitalization, and recovery. Jean has asked the Library to purchase ALTERNATIVES, by Rose Kushner, published by Kensington Press, and says recommending this to you is the best way of saying thank you.

ARBITRATION: THE COLLEGE BOARD AND THE F.S.A. ARE ABOUT TO ENTER INTO THEIR FIRST ARBITRATION. (The College Board is insisting on 3 Arbitrators instead of one. As the vote essentially comes down to 1 person's opinion, it seems to your editor an expensive way to spend the taxpayer's money. The Union, of course, spends its own - or rather yours. Commiserations!) Ed.

WHAT IS P.D. (PROFESSIONAL DEVELOPMENT) AND HOW DOES IT WORK?

The Professional Development fund at Fraser Valley College is available to all staff and faculty with Type B and C contracts. Its purpose is to support activities which enhance the employees' ability to perform their job in the work place.

P.D. money comes from the salary budget, i.e. a percentage, contractually agreed upon, is taken from the funds allocated for salaries and is placed in the P.D. fund. Divisions within the College receive an allocation from the total fund. The amount for each division is decided by a formula whose chief factors are the number of employees in the division and the amount of their collective contribution to the Fund. Thus, each Division's P.D. money is a pool, disbursed by the Division's allocation committee, which is elected by employees within the division and responsible to the Joint P.D. Committee for the money entrusted to it. A proportion of the fund is kept under the control of the main (or Joint) P.D. Committee and is used for operating expenses and for College-wide Professional Development.

The actual funds available each year are calculated at 1.6% of the total salaries budget as per the Collective Agreement. It is distributed as follows:

- | | | |
|----------------------------------|---|------------------|
| - College-wide P.D. |) | |
| - Substitution costs and |) | |
| benefits |) | 25% of \$90,000. |
| - Allocation Committee |) | |
| supplies |) | |
| - Division of Instruction - 80%) | | |
| - Student Services & |) | |
| Continuing Education - 10%) | | 75% of \$90,000. |
| - Business Office - 10%) | | |

These funds are used extensively by many individuals throughout the year. Since April 1, 1984, the allocation committees report the following amounts utilized for P.D. activities:

Business Office	- \$ 1,045.
Division of Instruction	- \$26,000.
(Includes C.E.)	
Student Services	- \$ 60.

Any surplus from P.D. Funds is placed in the Educational Leave Funds of Faculty & Staff.

For those people who are interested, a detailed list is posted at the F.S.A. office in Abbotsford of people and activities sponsored through the P.D. funds.

We encourage you to become familiar with Article 24 of the Collective Agreement. It contains information on the philosophy of professional development, what constitutes professional development and educational leave funding.

Procedures involving application for professional development funding are included with the application forms which are available in the following locations:

Abbotsford: switchboard and faculty reception.
 Chilliwack: switchboard
 Mission: switchboard.

It is important that procedures are followed carefully to ensure that your allocation committee and the accounting office can expedite the funds properly.

Members of the Joint P.D. Committee and of the allocation committees should be able to help those with inquiries or concerns. The members of the various groups are listed here for your convenience.

JOINT PROFESSIONAL DEVELOPMENT COMMITTEE:

F.S.A. Representatives (elected by faculty and staff)

Kathie Rusk, Co-chairperson Sept. to Jan. 31/85.
 Perla Werk - faculty
 Dave Gibson - faculty
 Lori Moren - staff
 Cheryl Pohl - staff

Management Representatives

Susan Witter, Co-chairperson Feb. to June 30/85
 Dick Bate
 Doug Thorpe
 Don Tunstall
 Betty Harris

DIVISION OF INSTRUCTION ALLOCATION COMMITTEES

Jack Gaston, Chair (University Transfer)
 Mary Phelps (Adult Basic Ed.)
 Larry Brown (Vocational)
 Jim Watson (Arts and Applied Science)
 Marshall Langtry (Staff within the division)
 Rae McCombs (Continuing Education)

STUDENT SERVICES ALLOCATION COMMITTEE

Lorna Rockwell, Chair
Bev Halvorsen
Dave Birkett
Erling Close

BUSINESS OFFICE ALLOCATION COMMITTEE

Sue Clifton, Chair
Marlene McDonald
Linda Dix
